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CONSTITUTION AND
BY-LAWS

...OF THE...

ROSSLAND

Miners' Union No. 38

W. F. M.

Adopted at
ROSSLAND, BRITISH COLUMBIA
Oct. 23, 1896 and Nov. 23, 1898.

STUNDEN & PERINE,

PRINTERS, RULERS AND BINDERS.
ROSSLAND, B. C.

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ORDER OF BUSINESS, ROSSLAND

ORDER OF BUSINESS.

1. Call the meeting to order.
2. Any person who is not a member will please retire.
3. Warden secure the door.
4. Conductor examine the members in the password.
5. Roll call of officers.
6. Reading minutes of previous meeting.
7. Election of candidates
8. Initiation of candidates.
9. Communications and correspondence.
10. Bills, etc.
11. Collection of dues (always in order).
12. Does anyone know of a member sick or injured in a mine?
13. Report of Visiting Committee.
14. Report of Standing Committees.
15. Report of Special Committees.
16. New business.
17. Unfinished business.
18. Good and welfare of the Federation.
19. Receipts of evening.
20. Adjournment.

PREAMBLE.

Since there is scarcely any fact better known than that civilization has for centuries progressed in proportion to the production and utilization of the metals precious and base, and most of the comforts enjoyed by the great majority of mankind are due to this progress, the men engaged in the hazardous and unhealthy occupation of mining should receive a fair compensation for their labor, and such protection from the law as will remove needless risk to life and limb; we therefore deem it necessary to organize the Rossland Miners' Union as a branch of the Western Federation of Miners of America, for the purpose of securing by education and organization and wise legislation, a just compensation for our labor and the right to use our earnings free from dictation by any person whatsoever. We therefore declare our objects to be:—

FIRST—To secure an earning fully compatible with the dangers of our employment.

SECOND—To establish as speedily as possible and forever our right to receive pay for labor performed in lawful money, and to rid ourselves of the iniquitous system of spending our earnings where and how our employers or their officers may designate.

THIRD—To procure the introduction and use of any and all suitable efficient appliances for the pre-

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servation of life, health and limbs of all employees, and thereby preserve to society the lives of a large number of wealth producers annually.

FOURTH—To labor for the enactment of suitable mining laws, with a sufficient number of inspectors, who shall be practical miners, for the proper enforcement of such laws.

FIFTH—To provide for the education of our children by lawfully prohibiting their employment until they shall have obtained a satisfactory education, and in every case until they shall have reached sixteen years of age.

SIXTH—To prevent by law any mine owner or mining company from employing any detectives or other armed forces, from taking possession of any mine, except the lawfully elected or appointed forces of the country, who shall be bona-fide residents of the district and province.

SEVENTH—To use all honorable means to maintain friendly relations between ourselves and our employers, and endeavor by arbitration and conciliation to settle such differences as may arise between us and thus make strikes unnecessary.

EIGHTH—To use all lawful and honorable means to abolish the system of convict labor in states where it now exists, and to demand the enforcement of the foreign contract labor law and the protection of our American miners and mechanics against imported pauper labor.

NINTH—To demand the repeal of all conspiracy laws that in any way abridge the right of labor organizations.

TENTH—To procure employment for our members in preference to non-union men.

CONSTITUTION.

ARTICLE I.

SECTION 1. This body shall be known as the Rossland Miners' Union No. 38, Western Federation of Miners.

ARTICLE II.

MEETINGS.

SECTION 1. The regular meeting of this Union shall be held on every Wednesday evening (subject to change by majority vote at any regular meeting) and the standing committees shall meet whenever called upon by the President, or notified by him through the Financial Secretary.

HOURS OF MEETING.

SECTION 2. The hours of meeting of this Union shall be 7:30 to 10:30 p. m. the year around.

MEETING TO ORDER.

SECTION 3. At the hour of meeting, if a quorum be present, the President shall call the meeting to order by three raps of the gavel, which the Vice-President shall answer in like manner.

QUORUM.

SECTION 4. Ten members shall constitute a quorum, including the Officers of the Union.

ARTICLE III.

OFFICERS.

SECTION 1. The Officers of this Union shall consist of a President, Vice-President, Financial Secretary, Treasurer, Recording Secretary, Conductor, Warden and Board of Trustees consisting of five members.

ARTICLE IV.

DUTY OF THE PRESIDENT.

SECTION 1. It shall be the duty of the President to preside at all meetings of the Union, preserve order, enforce the constitution, and watch vigilantly over the interests and affairs of the Union. In this he shall be assisted by all Officers of the Union. He shall decide all questions of order, subject to an appeal to the Union. He shall have the right to vote at the election of Officers, and when the members are equally divided he shall have the deciding vote on any question. He shall sign all orders drawn on the Treasurer, as shall be ordered to be paid by the Financial Secretary, in compliance with a vote of the majority of all the members present at any stated meeting. He shall have the power to call meetings whenever he deems it necessary, or when required by ten or more members in good standing and perform such other duties as the Union may require. The President shall take no part in any debate while in the chair, but shall call the Vice-President or any qualified member to the chair when he wishes to debate on any question.

DUTIES OF VICE-PRESIDENT.

SECTION 2. It shall be the duty of the Vice-President to assist the President in preserving order at all meetings, and assist him in the discharge of all his duties, preside during his absence, and perform the duties devolving upon the President.

DUTIES OF FINANCIAL SECRETARY.

SECTION 3. It shall be the duty of the Financial Secretary to keep just and due accounts between the Union and its members. He shall receive all initiation fees, dues, fines and assessments, and pay the same before the next regular meeting to the Treasurer, taking his receipt therefor; and notify

through the postoffice or otherwise, all members three months in arrears for fines, dues or assessments. He shall keep a correct account of all benefits paid by the Union, the date of payments, to whom paid, and the amount to each. He shall keep an account of all benefits donated to the Union giving names, dates and amounts. He shall give a full report quarterly to the Union, and at the expiration of his term turn over all books, papers and property belonging to the Union, to his qualified successor in office. He shall give a bond for the sum of \$300 to the Trustees of this Union, for the faithful discharge of his duties. He shall issue all summons and notices required to be served; furnish the Treasurer with copies of all resolutions authorizing drafts on him, with the signature of the President attached to them; notify every committee of their appointment and the subject referred to them, and at all times have his books ready for investigation by the Finance Committee.

DUTIES OF TREASURER.

SECTION 4. The Treasurer shall execute to the Trustees a bond for the sum of \$500 or more as this Union shall designate from time to time; and no money shall be drawn from the bank by anyone without the signatures of the President, Financial Secretary and Treasurer of this Union. He shall receive from the Financial Secretary all moneys collected by him; pay all orders drawn on him by the Financial Secretary and signed by the President in compliance of a majority vote of the members present at any stated meeting. He shall keep regular and correct accounts of all monies received and paid by him, and shall deposit all monies belonging to the Union, in some bank or other institution designated by the Union, and have his accounts open for inspection at every meeting; and shall re-

port quarterly. His compensation is his dues and assessments.

DUTIES OF RECORDING SECRETARY.

SECTION 5. The Recording Secretary shall keep on record accurately the minutes and proceedings of the Union, and at all times have his books ready for inspection. Visit all mines in the jurisdiction. Solicit membership. Investigate and report to the Union any and all business pertaining to the Union or any of its members. Obey the instructions of this Union and assist in the janitor work of the hall.

DUTIES OF CONDUCTOR.

SECTION 6. It shall be the duty of the Conductor to examine every person in the room and see that he is correct in the password. He shall report every member, whether he be correct or not, to the President. And it is his duty to report if there are any candidates for initiation and their names.

DUTIES OF WARDENS.

SECTION 7. It shall be the duty of the Wardens take charge of the doors of the Union, and see that none but members in good standing enter the rooms of the Union, and that no member passes out without the permission of the Vice-President.

DUTIES OF TRUSTEES.

SECTION 8. It shall be the duty of the Trustees to take charge of all the property of the Union, with all deeds and other papers relative to real estate. It is their duty to look after the Union building and report all necessary repairs, expenditures and renting of such building at the first regular meeting of the Union, for their approval, except in cases of emergency, when they shall have full control, in

case of sewerage, clearance, or any matter which the law requires should be moved. They shall be elected annually at the first meeting in March of each year. In cases any vacancy or vacancies occur in the office thereof, their successor or successors shall be elected at the next regular meeting, by a majority vote of said meeting.

ARTICLE V.

ELECTION OF OFFICERS.

SECTION 1. The election of officers shall be by ballot and shall be held at the first meeting in March and September of each year, with the exception of the Trustees who shall be elected annually. It shall require a majority of all votes polled to elect.

SECTION 2. Nominations for officers shall be made two weeks prior to election, and polls will in all cases be open between the hours of 1 and 8:30 o'clock p. m. on the day of election.

SECTION 3. No member of this Union shall be eligible for any office held herein unless he earns his livelihood in or about the mines, who is under the jurisdiction of this Union at least six months prior to nomination, and must be in good standing. But in no case shall this apply to the Acting Financial Secretary.

SECTION 4. Members shall be eligible to hold but one (1) elective office and under no consideration shall his name be printed on the official ballot of this Union for more than one office.

SECTION 5. The presiding officer shall appoint two clerks of election, who shall count the votes cast and the President shall act as judge of election. They shall receive the sum of \$3.50 each for their services. The President shall declare the result of election.

BY-LAWS.

ARTICLE I.

PASSWORD.

SECTION 1. The President shall, at the end of every three months, change the password, or oftener in case of emergency, which he shall give separately to every member in good standing, and no member shall use the password under any pretense or for any purpose except to gain admittance to the Union.

ARTICLE II.

COMMITTEE.

SECTION 1. The President shall appoint all committees not herein provided for, and fill all vacancies, but such appointments shall be subject to approval by the Union.

ARTICLE III.

DUES, ETC.

SECTION. 1. Each member of this Union shall pay one dollar per month, monthly dues. and such other assessments as shall be levied by a two-thirds vote of all members present at a regular meeting.

ARTICLE IV.

FINES OF OFFICERS.

SECTION 1. Any officer who shall fail to attend a regular meeting without sufficient cause shall be

fined fifty cents, and if he be absent three consecutive meetings, another member shall be chosen for the balance of his term.

SECTION 2. Any member who shall be appointed on a committee and neglects to perform his duties shall be fined fifty cents.

SECTION 3. The Financial and Recording Secretaries shall be subject to a fine of fifty cents for neglecting to perform the duties of their offices.

SECTION 4. The Treasurer and Finance Committee shall be subject to a fine of fifty cents for neglecting to perform the duties of their offices, and also to make their quarterly report.

SECTION 5. If any member of this Union enters the room in a state of intoxication, or uses profane language during any session of this Union, he shall be expelled from the room for the evening, and fined \$2.50 (two dollars and a half) for each and every offence.

SECTION 6. If any member of this Union divulges any of the business of this Union, or divulges the name of any member, who shall speak against any candidate proposed for membership, or make public any of the passwords, grips or signs of this Union, he or they shall be expelled for one month, or until such time afterwards as the Union may desire to readmit them.

SECTION 7. Any excuse deemed sufficient by a majority of the members present shall always be received in remission of any fine incurred. Sickness and work shall be deemed lawful excuses.

SECTION 8. Any brother knowing any member to break any section of this Constitution or By-Laws it will be his duty to report the same at the next

regular meeting. Failing to do so, he or they shall be dealt with as the Union may direct.

ARTICLE V.

VISITING COMMITTEE.

SECTION 1. It shall be the duty of the President to appoint at the first meeting of each quarter a visiting committee, whose duty it shall be to visit the sick and those injured in the mines, and report in writing at the next regular meeting.

ARTICLE VI.

BENEFITS.

SECTION 1. No member two months in arrears for dues, fines and assessments, shall be considered a member in good standing, nor can he vote on any question.

SECTION 2. No member two months in arrears for fines, dues or assessments shall be eligible for benefits until one month after such arrears have been paid up. Any member in arrears shall not, in case of illness, be entitled to benefits by reason of payment of arrears after the commencement of such illness. Nor shall any such member be entitled to funeral expenses.

SECTION 3. Any brother who has been a member of the Federation for two months and is in good standing, who, by sickness or accident may be rendered incapable of following his usual avocation, shall receive from the funds of this Union the sum of ten dollars per week for a period not exceeding ten weeks in any one year, providing said brother was a member of this Union for two full months before said sickness commenced; and provided further that said injuries or illness was not occasioned by intemperance or immoral conduct, nor disease

known to exist in a member previous to his admission into the Union, in any of which cases no benefits can be allowed; and no member shall be entitled to benefits for the first week's illness or injury, nor can they receive any benefit without a medical doctor's certificate, setting forth the nature of the disease. And members residing outside the jurisdiction of this Union must, in addition to a doctor's certificate, also send a sworn statement properly attested to by some officers authorized by law to administer oaths.

SECTION 4. Members who have received the full yearly benefits of one hundred dollars shall in no case be entitled to benefits until twelve months shall have expired from the date of receiving the first week's benefits.

SECTION 5. Any member receiving great bodily injury in a mine or elsewhere, it shall be lawful, if the Union so determines, to continue benefits at the rate of ten dollars per week. But in no case shall these benefits exceed five weeks.

ARTICLE VII.

SECTION 1. Any brother who shall bring a false and malicious charge against a brother, or shall knowingly propose an unworthy candidate for membership, or who shall make use of improper means to obtain benefits from this Union shall be liable to any penalty at the discretion of this Union.

SECTION 2. All members who sign the Constitution and By-Laws and are not two months in arrears, shall be entitled to funeral benefits of ninety dollars.

SECTION 3. In the absence of a competent relative, the President shall apply sufficient of the amount for burial purposes, and if any remain it

shall be returned to the Union, together with the receipts of the expenses.

SECTION 4. The burial of deceased members shall be under the supervision of the President, assisted by the subordinate officers of the Union. He shall give notice of the time and place of each funeral.

SECTION 5. It shall be the duty of all members of the Union to attend funerals, upon notice from the President, and assist in escorting the remains to the outskirts of the city.

ARTICLE VIII.

SECTION 1. These Constitution and By-laws may be amended by a vote of two-thirds of the members present at a regular meeting of the Union, provided that a notice in writing be given two weeks previous to the action of the Union thereon.

Section 2. This Constitution and By-Laws to take effect from the date of their adoption.

SECTION 3. There is nothing in this Constitution and By-Laws that can in any way conflict with the Constitution and By-Laws of the Western Federation of Miners.

SECTION 4. Any member of this Union who changes his occupation from mining to some work not connected therewith may, if he continues to pay his dues and assessments, remain a neutral member, but he or they cannot vote nor attend any of our meetings. No foreman or shiftboss will be admitted to attend our meetings.

RULES OF ORDER.

During the continuance of the meeting silence must be observed, the officers and members retaining their respective seats, and no one leave the room without permission of the President or Vice-President. No member shall, by conversation or otherwise, interrupt the business of the Union, or refuse to obey the chair. The President, while presiding, shall state every question coming before the Union, and immediately before putting it to a vote shall ask: "Are you ready for the Question?" Should no member rise to speak, or by silence indicate their readiness, he shall rise to take the question, and after he has risen no member shall be permitted to speak upon it. He shall pronounce the result or decision of the Union upon all subjects. Every member, when he speaks or offers a motion, shall rise and respectfully address the presiding officer. While speaking he shall confine himself to the question under debate, avoiding all personalities or indecorous language, as well as any reflection upon the Union or its members. Shall two or more members rise to speak at the same time, the chair shall decide who is entitled to the floor. No member shall disturb another in his speech, except to call him to order for words spoken. If a member while speaking shall be called to order at the request of the chair, he shall cease speaking and take his seat until the question of order is decided, when, if permitted, he may again proceed. No member shall speak more than once

RULES OF ORDER.

on the same question until all members wishing to speak shall have had an opportunity to do so, nor more than twice without permission from the chair. When any communication, petition or memorial is presented, before it is read a brief statement of its contents shall be made by the introducer to the chair. Any member may call for a division when the sense of the question will admit of it. When a question is before the Union, no motion shall be received unless to close, the previous question, to lay on the table, to recommit, to postpone, to refer, to amend, and shall have precedence in the order herein named, the first four of which shall be decided upon without debate. After any question except one of indefinite postponement, or one the result of which the Union cannot reverse, has been decided, any two members who voted with the majority may at the same meeting move for a reconsideration thereof. Members present can vote on any question before the Union, provided they are in good standing. All questions not provided for by the Constitution, By-Laws, Rules of Order, or General Laws of the Union, shall be determined by a majority of the members at a regular meeting. These rules may be suspended for a special purpose by a vote of two-thirds of the members present, provided one weeks' notice has been given. Robert's Rules of Order shall guide the proceedings of this Union in the absence of any rules of order not herein provided for.

